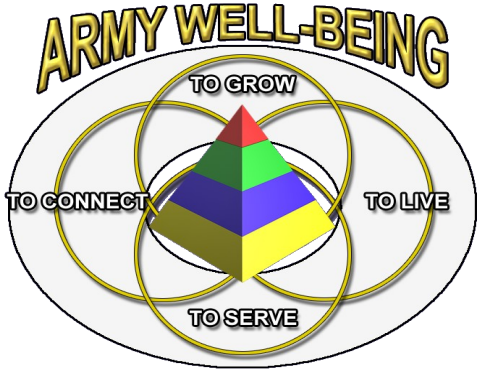
Well-Being and The Human Dimension of Readiness



Human Resources Policy Directorate

Office of the Deputy Chief of Staff, G1

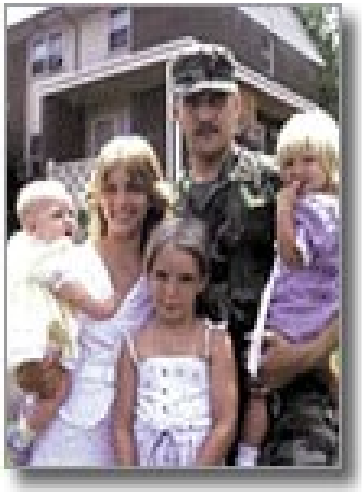
WHY WELL-BEING?

"People are the heart and soul of the Army--Soldiers, civilians, family members and retirees. Our readiness is inextricably linked to the well being of our people. The Army Family, for both the Active and Reserve Component, is a force multiplier and provides the foundation to sustain our warrior culture."

2004 Army Posture Statement

POC: Dennis.Dingle@hqda.army.mil, (703)696-5290

WHAT IS WELL-BEING?



Well-Being is the personal – physical, material, mental, and spiritual – state of Soldiers (active, reserve, and guard), retirees, and veterans, civilians and their families that contributes to their preparedness to perform and support the Army's mission.

--Army Well-Being Campaign Plan

The focus of Army Well Being is to take care of our Army family Before, During and After deployment.

POC: Dennis.Dingle@hqda.army.mil, (703)696-5290

WELL-BEING GOALS

To Grow

- **Personal Enrichment** – Is to take advantage of the numerous opportunities the Army provides for personal and professional growth

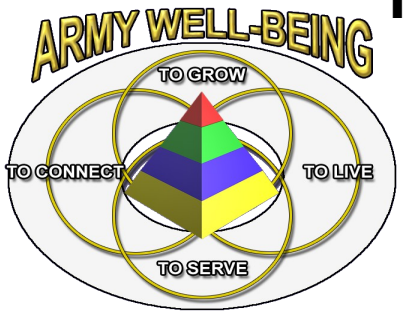
To Connect

- **Pride and Sense of Belonging** – Is to develop and maintain a sense of pride and belonging with the Army Team – Soldiers, DA Civilians, Retirees, Veterans, and their Families

To Live

- **Standard of Living** – To be able to live at a standard of living that we as an Army can be proud of

To Serve



- **Opportunity for Service** – Whether in a combat zone or a garrison environment, we all must embrace

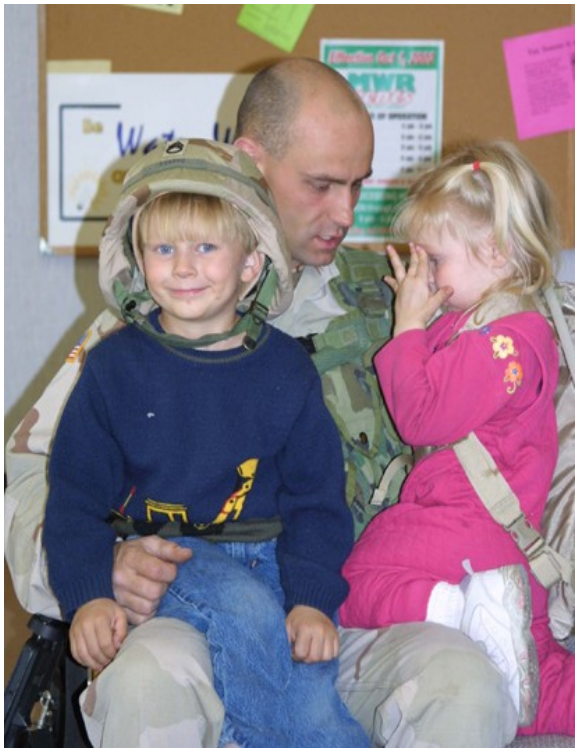
POC: Dennis.Dingle@hqda.army.mil, (703)696-5290

ARMY WELL-BEING

- **Feedback from proponents and constituents is critical. Examples include:**
  - **DoD and Army Surveys**
  - **Army Family Action Plan Conferences**
  - **Interactive Customer Evaluation System (ICE) provides all constituents the opportunity for feedback to units and installations**
  - **Well-Being Army Families Online (www.armyfamilies.org), Army Well-Being Magazine, and the Army Information Line 800-833-6622 provide feedback and supports our outreach mission**
  - **Other Forums**

THE HUMAN DIMENSION

What Concerns Our Soldiers, Civilians and Their Families?



- **Amount of time separated from family**
- **Overall quality of Army life**
- **Deployment rotation policies**
- **Medical and Dental Care**
- **Quality and availability of government l**
- **Spouse career/work opportunities**
- **Pay and compensation**

From the Fall 2003 Sample Survey of Military Personnel

POC: Dennis.Dingle@hqda.army.mil, (703)696-5290

WELL-BEING PROGRAMS

Deployment Cycle Support (DCS)

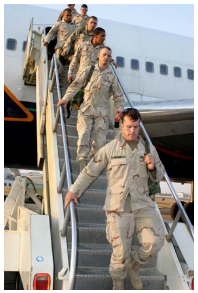
TRICARE

U.S. Army Child & Youth Services

Army Community Service

Retirement Services

Morale, Welfare and Recreation



ARMY One Source

Disabled Soldier Support System (DS3)

Building Strong & Ready Families

R&R Leave

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ARMY WELL-BEING

Rest and Recuperation Leave Program

- **Provides Rest and Recuperation (R&R) leave to service members and DoD civilians deployed in the USCENTCOM AOR for 12 months in contingency locations in support of Operations ENDURING and IRAQI FREEDOM**

- **Fully funded airline travel from departure location to closest commercial airport of leave destination**

- **Normally, transporting 500-600 passengers daily via chartered airlift (100-200 during TOA). As of 3 Feb 05, there have been 161,659 participants**

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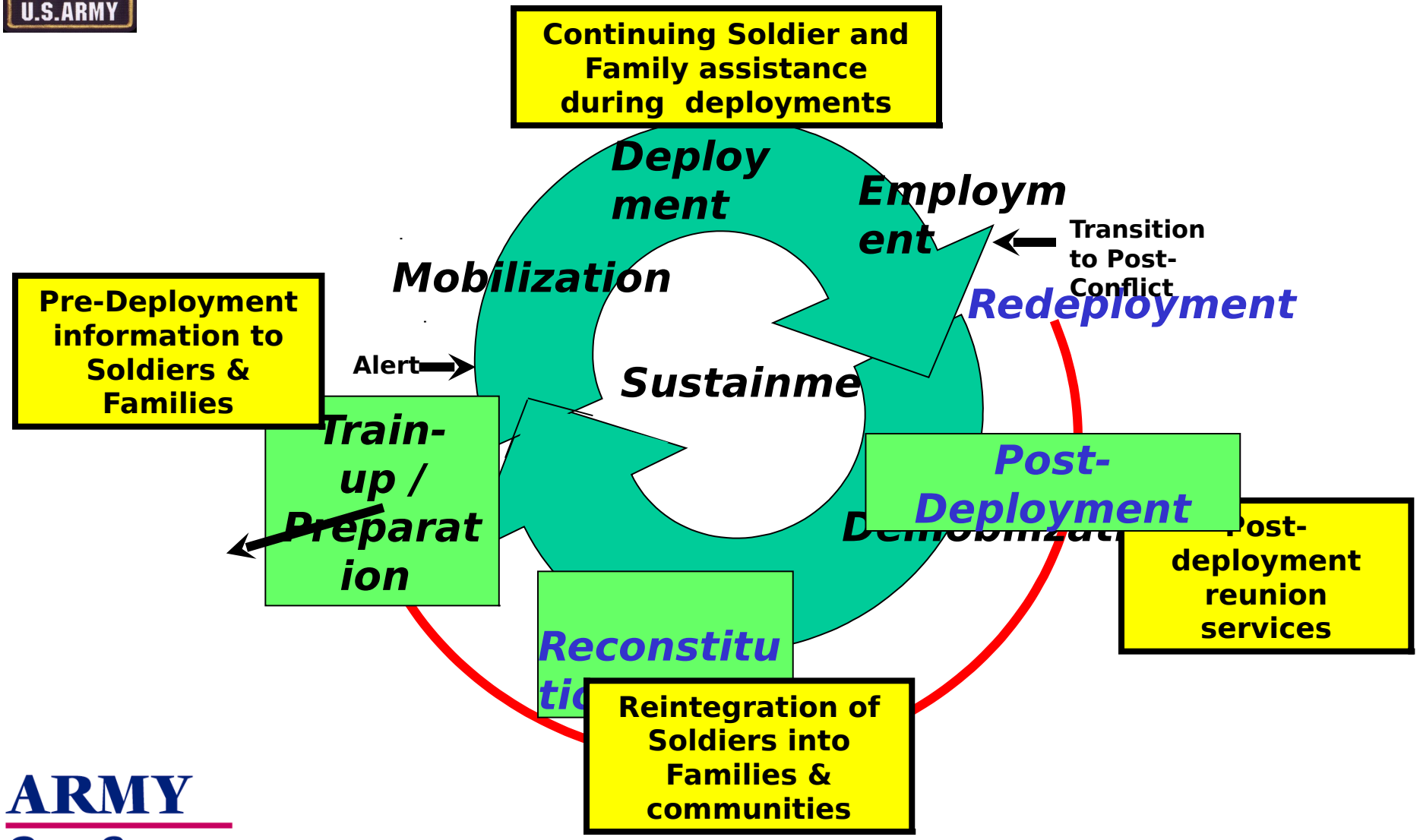
DEPLOYMENT CYCLE SUPPORT (DCS)



ARMY One Source

DCS Concept of Operation

- This is a Commander's program.
- Soldiers and DA civilians returning or redeploying are provided a means for personal reconstitution, family reunion / reintegration and reestablishment of personal readiness.
    - This includes: emergency leave, medical evacuation, and other individual redeployment scenarios.
- Standard = 100%, but Soldiers are not delayed <u>just</u> for DCS tasks.
- DCS provides the right tools and training.
- Major components: Education, Assessment and Processing.
- Accomplished during the 3 post-conflict/demobilization phases of DCS:
    - Redeployment
    - Post-Deployment
    - Reconstitution
- RC Soldiers are released from active duty (REFRAD)

DCS Way Ahead

- Complete DCS Planning Conference AAR for approval and distribution.
- Complete draft changes to the CONPLAN for staffing.
- Gain approval of Senior Army Leadership of revised CONPLAN and distribute to the field for execution.
- Continue PTSD Working Group convened in Dec 04.
- Establish follow-on special working groups to complete work on:
  - Finalization of performance measures and metrics.
  - Execution of the STRATCOM.
  - Completion of tracking and reporting requirements.
  - Coordination of DCS processes for DA civilians with Army CPO.

ARMY DS3

Mission:
Providing severely disabled Soldiers and their families with a system of advocacy and follow- up to provide personal support that assists in the transition from military service into the civilian community.

Intent:
- Maintain personal dignity of Soldier, assist Soldier and family throughout entire process
-Serve as “Go-To” resource for educating, and handling concerns with various agencies that support the DS3 cycle
-Do not create numerous new processes and procedures; ensure that the various agencies execute the ones that are already in place to assist
-Establish within the Army’s culture, that the DS3 population is truly a special category and have the various agencies modify their processes to reflect this position

Warrior Ethos: I WILL ALWAYS PLACE THE MISSION FIRST.
I WILL NEVER ACCEPT DEFEAT.

ARMY DS3

Who We Are Serving

Severely Disabled: Soldiers who have received a disability rating of 30% or greater and Special Category as a result of injuries or illness incurred after 10 Sep 01.

Disability Categories

- Severe injury, such as loss of sight or limb
- Permanent and unsightly disfigurement of a portion of the body normally exposed to view *(such as burns)*
- Incurable and fatal disease and has limited life expectancy
- Established psychiatric condition
- May require extensive medical treatment and hospitalization
- Released from the service under provisions of AR 635-40 for a psychiatric condition.
- Paralyzed

AR 40-400, Ch 6

ARMY DS3

Life Cycle of a DS3 Soldier

se I – Notification & Evacuation

- **Enters medical treatment channels (VSI, SI, SPEC CAT)**
- **Notification to Primary Next of Kin (CMOAC)**
- **DS3 needs assessment begins**
- **Evacuation to Medical Treatment Facility**

Phase II – Medical Care & Board Evaluation

- **Focus on medical treatment (Rehabilitation)**
- **Fitness for duty and disability decisions**
- **Initial contact with DS3/DVA 30 days after arrival to the Medical Center**
- **Follow-up contact with DS3/DVA/ACAP/DOL prior to Physical Evaluation Board**
- **Soldier is medically retired or returned to duty (COAD)**

Phase III – Well Being/Retirement

30 days:
- Needs re-assessment
- Advocacy as required

120 – 180 days:
- Graduation Letter for Soldiers who are able and are enrolled in school or employed

- ***Enrollment in DVA medical care***
- ***Vocational Rehabilitation according to ability and desire***
- ***Employment placement facilitation***

- ***Periodic follow-up****

Planned telephonic contact at 3,6,9,12,18,24 months, then annually by the Soldier/ Family Management Specialist

Facilitates Transition and Feedback → Does not Replace DVA Role

ARMY DS3

Disabled Soldier Support System

Contact the Disabled Soldier Support System (DS3) at 1-800-833-6622 between 8 a.m. to 4:30 p.m. EST, Monday through Friday.

Visit Army Families Online

Always with you ...
"On Freedom's Frontline"

DS3 Program Overview

On April 30, 2004, the Department of the Army introduced a Disabled Soldier Support System (DS3) Initiative that provides its severely disabled Soldiers and their families with a system of advocacy and follow-up with personal support to assist them as they transition from military service to the civilian community. www.ArmyDS3.org

More...

Disabled Soldier Resources

Disabled Soldier Links

Disabled Soldier Support System News

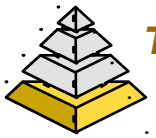
SUMMARY

- As The Army, Commanders and leaders must strive to make our Army a better place for Soldier civilians, and their families ***To Serve, To Live, To Connect, and To Grow.***

ARMY WELL- BEING
Supporting America's soldiers, civilians and their families While at War

http://www.army.mil/wellbeing/

WELL-BEING ARCHITECTURE



TO SERVE

Values
- Army Values
- Religious Support

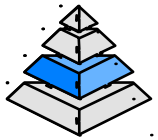
Training & Leader Development
- Training
- Personnel Management
- Leader Development

Esprit
- Tradition
- Camaraderie
- Job Satisfaction
- Life-Style Satisfaction

Soldiers
- **Active**
- **Guard**
- **Reserve**
- **Retired**
- **Veterans**

Civilians

Family Members



TO LIVE

Pay & Compensation
- Base Pay
- Allowances
- Incentive and Special Pay
- Other Compensation
- RC Employer Support
- Finance Processing

Health Care
- Preventive Services
- Patient Care
- Dental Services
- Customer Service
- Health Care Infrastructure

Housing
- Family Housing
- Barracks Complexes
- Army Lodging

Continuous Learning
- Continuing Education

TO CONNECT

Leadership
- Leadership
- Human Relations
- Professional Conduct

Health Promotion
- Health Promotion

Workplace Environment
- Workplace Modernization
- Workplace Maintenance

Family Member Education
- DODEA Schools
- School Liaison

Family Programs
- Deployment Support
- Family Adaptation
- Child Development Programs
- Youth Services
- Exceptional Family Member Support
- Family Advocacy

Welfare
- Safety
- Community Protection
- Relocation
- Overseas Support
- Risk Reduction
- Legal Services
- Transition/Retirement
- Final Honors

TO GROW

Citizenship
- Religious Programs
- Voting Assistance
- Community Involvement

Financial Readiness
- Personal Financial Management
- Financial Training

Education Assistance
- Family Member Continuing Education

Family Member Employment
- Spouse Employment

Recreation
- Community Recreation
- Sports & Fitness
- Armed Forces Recreation Centers
- Pet Services
- Libraries & Information

4 Goals
18 Categories
59 Functions